



## Eric J. Humphrey

[Email](#) | [LinkedIn](#) | [Github](#) | [Google Scholar](#)

Purpose-driven Executive, Architect, Researcher, & Engineer | Developed High-trust, High-performing Teams that Deliver at Pace | AI-powered Tech for Planet-Scale Impact

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### HIGHLIGHTS

- **Big Tech Scale, Startup Gene:** Led and collaborated across organizations from pre-seed to Series B, leveraging years of experience (Spotify, Google) to drive growth and impact.
  - **Seasoned Cultivator of Remarkable Teams:** Hired top talent, fostered exceptional culture (high NPS), and tackled performance challenges to ensure sustained excellence.
  - **Global AI Expert:** PhD from NYU, focused on Deep Learning for music, advised by Turing award winner Yann LeCun, published author with 2800+ citations.
  - **Trusted Executive Advisor:** Reported directly to three founder-CEOs, habitually pulled onto executive leadership teams and trusted with mission critical responsibilities.
  - **Producer of Clarity and Impact from Ambiguity:** Delivered novel and pragmatic solutions in ambiguous, uncertain, and complex domains—consistently advancing business goals and human knowledge alike.
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### EXPERIENCE

#### **SVP of Engineering** | Peppy Health (Series-B Healthtech) | Aug 2023 – Present

- Promoted to SVP reporting directly to cofounder-CEO in Q1'24, established as cultural leader and key member of executive leadership team
- Grew happy, high performing R&D team from 8 to 18 members while achieving company-leading NPS with ~40% non-male / ~40% non-white representation
- Architected and contributed to greenfield benefits platform using Next.js (React + TypeScript) and a Python FastAPI backend on Google Cloud Run, delivering an infosec secure, production-ready platform against ambitious timeframes

#### **Tech Lead & Lead Research Scientist** | This One (pre-seed AI startup) | May 2022 – June 2023

- Promoted to Tech Lead after 3 months reporting to co-founder CEO, managed a 4-person engineering team, driving team rituals (stand-up, planning, retro) and performance management, including re-staffing iOS development
- Developed a cutting-edge movie recommendation system (Python, Gensim) with web-scale movie preference data outperforming published benchmarks
- Implemented agile ML workflows through weeklong research sprints, a centralized leaderboard for reproducibility, and a pinned-version Python package deployment model for production integration

**Director of Engineering** | eSpark Learning (Series A → B Ed-tech) | Feb 2021 – Apr 2022

- Joined executive leadership to shape cross-functional strategy, unifying sales, marketing, and product teams; tech lead for \$25M private-equity investment in 2021
- Grew engineering from 5 to 12 team members (50% non-male), created a data science function, and overhauled hiring practices, skill rubrics, and interview practices
- Prevented \$7M in potential churn by leading the resolution of complex school-network filtering issues for key clients, leveraging deep technical expertise and orchestrating stakeholder communication

**Staff Research Scientist & ML Engineering Manager** | Spotify | March 2016– January 2021

- Rapidly scaled and led impactful ML teams: grew from an individual contributor to Staff Research Scientist in 9 months, managed interns and new hires, and ultimately became an Engineering Manager driving Ads ML (dynamic audio ads, multi-touch attribution)
- ML leader across the 6,000-person global company, co-founded the Tech Research organization, accelerated ML infra development and adoption via the Machine Learning Working Group, published industry research in top conferences
- Drove advanced machine listening research (chord recognition, beat tracking, vocal detection, source separation) using deep neural networks—shaping key product features (karaoke in Japan, Automix for EDM, Indian language ID) and 3 successful M&A outcomes

**Research Scientist & Team Lead** | MuseAmi (Series A Music Ed-tech) | Jan 2015 – Feb 2016

- Promoted to Team Lead within months, hiring 2 engineers and overseeing 3 summer interns, established rigorous R&D practices, including test suite development and real-time debugging
- Engineered cutting-edge audio processing solutions (polyphonic pitch tracking, bandwidth extension) while completing a PhD, demoing innovations to strategic partners/investors
- Enhanced Optical Music Recognition (OMR) capabilities by systematically benchmarking subsystem performance, led transition of monolithic C/C++ to AWS-based cloud architecture (Lambdas, pub/sub event bus, S3)

**Software Engineering Intern** | Google Research | Summer 2012

- Pioneered deep learning based music recommendation in C++/Java using pre-Tensorflow technology, processed petabytes of data via performant data pipelines
- Actively participated in Google Brain research group (Hinton, Sutskever, Goodfellow), sharing and advancing machine learning knowledge and best practices

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## EDUCATION

**Ph.D. in Music Technology** | New York University | 2015

- Dissertation: An Exploration of Deep Learning in Content-Based Music Informatics.
- Studied under Yann LeCun, Turing Award winner and AI pioneer.

**M.S. in Music Engineering Technology** | University of Miami | 2009

**B.S. in Electrical Engineering** | Syracuse University | 2007